

JOINT STATEMENT PID GRIEVANCE RESOLUTION

The parties agreed to issue the following joint statement:

"Four state employee unions (WFSE, WPEA, Teamsters Local 117, IFPTE Local 17) met with the State's Labor Relations Office to discuss grievances filed over the implementation of the new Collective Bargaining Agreements (CBAs) related to employees periodic increment date (PID).

Due to the disagreement regarding the language, the parties agreed to clarify the existing PID language in the CBAs. The agreed-upon language provides for the following:

- Employees hired prior to July 1, 2005 whose PIDs were changed will have their PIDs adjusted back to the pre-July 1, 2005 date.
- Employees who were hired on or after July 1, 2005 will have their PID increase calculated in accordance with this agreement.
- Seasonal career employees' PIDs will be adjusted for time not worked.
- All employees will retain their PID for any period of continuous service, even if they are subsequently appointed to a position with a different salary range.
- Employees who were negatively impacted by the change to their PID will receive retroactive salary adjustments where necessary to comply with this agreement no later than December 31, 2005.
- Any salary overpayment will be handled in accordance with the Salary Overpayment Recovery provision in the applicable CBA.

Agency personnel offices will notify affected employees of any PID changes."